

I. Description of Differentiated Elements (Required Section)

Directions: For each element of the district's differentiated pay plan, use the table below to provide a description of how the district will differentiate pay. The plan must include **at least one** of the elements listed below in the left-hand column, in addition to education and experience.

Many plans may include a combination of several elements; therefore, please add rows or repeat differentiated elements as needed. For example, the plan may include two different types of additional instructional roles. Also, please feel free to delete from the table or leave blank any differentiated elements that will not be used in your plan.

[Appendix B](#) of this document contains an example of each type of differentiated element. Please review that example prior to completing the table below.

Differentiated Element	Description	Compensation Type and Size	Reach	Estimated Cost	Estimated Salary Expenditures
	<i>Describe how the district will differentiate for this element.</i> <i>Include the criteria for receiving the award.</i>	<i>Will the compensation be given as a bonus or a base pay increase?</i> <i>How much will qualifying teachers receive?</i>	<i>Eligibility: How many teachers are eligible for this type of compensation?</i> <i>Forecasted participation: How many teachers do you estimate will receive the award?</i>	<i>How much does the district estimate it will pay out for this differentiated pay element?</i>	<i>What percentage of salary expenditures (excluding benefit costs) does this element cover?</i>
Hard-to-Staff (School, Subject, or Placement)	NA				
Performance	NA				

Additional Instructional Roles or Responsibilities	<i>GCS utilizes the TIGER Evaluation model and the Stage 3 option that allows teachers who meet the criteria to apply for leadership roles or additional duties. Approximately 80% of GCS teachers would be eligible for TIGER Stage 3 status. These teachers will have the opportunity to apply for the additional instructional roles or responsibilities based on system needs. Examples include the STEM Leadership Team, instructional specialists, and PLC Team Leaders.</i>	<i>The compensation will be given yearly in the form of a stipend ranging from \$1048 to \$3495.</i>	<p><i>Approximately 80% of GCS teachers would be eligible for TIGER Stage 3 status. These teachers will have the opportunity to apply for the additional instructional roles or responsibilities based on system needs. Examples include the STEM Leadership Team, instructional specialists, and PLC Team Leaders.</i></p> <p><i>District and school leaders will then screen for additional qualities like leadership and facilitations skills.</i></p> <p><i>There will be a total of</i></p> <p><i>STEM Leaders: 7</i> <i>Instructional Specialists: 5</i> <i>PLC TEAM: 16</i></p>	<i>The estimated cost of these awards are \$68,000.</i>	<i>This will comprise about 1% of the district salary expenditure.</i>
Education	<i>The district will include Bachelor's, Master's, and advanced degrees for eligible based pay as shown in the attached 2014-15 salary schedule.</i>	<p><i>Advanced degrees will be awarded with a base pay increase.</i></p> <p><i>Those teachers currently enrolled in programs prior to July 1, 2014 will be eligible for base pay increases on previous year's schedule, provided that those programs are completed by July 1, 2016.</i></p>	<i>The district currently has 22.5% of its teachers with an advanced degree above the Master's level.</i>	<i>The estimated cost of this element is \$180,000.</i>	<i>This will comprise about 2% of district salary expenditures.</i>
Experience	<p><i>The district will continue to award step increases for each year of experience.</i></p> <p><i>The attached salary schedule contains the 2013-2014 figures. This will be updated to reflect state and local funding bodies' funding levels.</i></p>	<i>Each teacher will earn a yearly step increase for years of experience.</i>	<i>All teachers are eligible.</i>	<i>The average step increase in the district is \$700 per year. The estimated cost is \$210,000.</i>	<i>This experience payments makes up about 2.5% of the districts expenditures on salary.</i>
Other					

II. Salary Schedule (Required Section)

1. Please include below or attach a copy of the district's proposed 2014-2015 salary schedule.
2. The Greeneville City Schools 2013-2014 salary schedule is attached. The 2014-2015 salary schedule will include a percent Cost of Living adjustment for all employees based on available state and local funding. It is estimated the COL adjustment will be between 1% and 3%.

III. Eligibility and Stakeholder Engagement (Optional Section)

1. Provide a list of eligibility rules (i.e., attendance requirements, retirement or transfer policies, etc.) for the differentiated pay plan elements or additional roles/responsibilities outlined in the plan.
2. See attached TIGER Stage 3 process
3. Include a description of how the district engaged teachers or other stakeholders in the development of the differentiated pay plan.
4. The district invited all employees who were interested to serve on a district-wide Differentiated Pay Plan committee. Approximately ten GCS teachers and principals served on this committee. Additionally, the committee included the Director of Schools, Chief Financial Officer, and Chief Human Resources Officer who serves as the TIGER model coordinator. The Board of Education Treasurer also served on this committee.
5. The proposed Differentiated Pay plan developed by the committee was discussed with the entire Board of Education at the Fall 2013 BOE Retreat and covered by local media. The plan was approved unanimously by the Greeneville City Board of Education at the December BOE meeting on 12.12.13.